

THA/15/03/EUR (105548)

## **Combating Unacceptable Forms of Work in the Thai Fishing and Seafood Industry**

### **1st Project Steering Committee Meeting**

Ministry of Labour, Bangkok Thailand, 10 May 2016

#### **Meeting Minutes**

##### **Summary:**

The ILO project **Combating Unacceptable Forms of Work in the Thai Fishing and Seafood Industry** held its 1st Project Steering Committee (PSC) on 10th May, 2016. The two hour meeting at the Ministry of Labour in Bangkok was co-chaired by Permanent Secretary of the Ministry of Labour, ML Puntrik Smiti, and Mrs Luisa Ragher, Deputy Head of the EU Delegation to Thailand, and initiated formal project cooperation between the ILO project, the Thai Ministry of Labour (MOL), and key national stakeholders in Thailand. The ILO was the secretariat to the meeting. The meeting was well attended by representatives of Government, Employers and Industry, Trade Unions and Civil Society. The meeting will be followed by cooperation to launch research and mapping activities and the establishment of Task Forces to provide technical guidance and support during project implementation. The project started on 1 February 2016, and will last 42 months. Discussion during the meeting was participatory and a number of stakeholders provided comments and had the opportunity to raise questions.

##### **Objectives**

The 1st Project Steering Committee objectives were as follows:

1. Review and adopt the proposed TOR for Project Steering Committee (PSC) and governance structure including review of committee members of the PSC;
2. Review and adopt the work plan for a 5 month project inception phase with feedback and guidance from PSC members to identify key activities for cooperation and immediate action;
3. Review and discuss selection criteria for identifying field sites for intensive operations/activities;
4. Review and adopt options for a project short name;
5. Set an agenda and identify timeframe for 2<sup>nd</sup> PSC meeting;
6. To share information and updates relevant to the work on combating unacceptable forms of work in the Thai fishing and seafood industry;

*(See the Meeting Agenda in Annex I.)*

## Meeting participants

A total of 34 persons attended the 1st Project Steering Committee meeting, including representatives of Government, Employers and Industry, Trade Unions and Civil Society, and the EU. Representatives were senior officials or staff responsible for areas of work that will contribute to the achievement of project objectives.

*(See the List of participants in Annex II.)*

## Meeting content and key discussion points

**Welcoming remarks:** The opening remarks were given by ML Puntrik Smiti, Permanent Secretary of the Ministry of Labour, and Ms. Luisa Ragher, Deputy Head of the EU Delegation to Thailand, as co-chairs of the project steering committee. ML Puntrik Smiti highlighted how the project will be a strong alliance in pushing forward decent working conditions in the Thai fishing and seafood industry so as to align with international standards. Mrs. Luisa Ragher stressed that this project is a key step forward in EU cooperation with the Government of Thailand and urged all stakeholders involved to work together to eradicate child labour and other unacceptable forms of work in the Thai Fishing and Seafood Sectors.

After the opening remarks Mrs. Luisa Ragher passed the floor to Mr Maurizio Bussi, Director of the ILO Country Office for Thailand, Cambodia and Lao PDR, to present the meeting's agenda and an overview of the project's background and objectives.

**Project overview:** Mr Maurizio Bussi, Director of the ILO Country Office for Thailand, Cambodia and Lao PDR, recognized the solid history of collaboration between the ILO and the Royal Thai Government, and noted the project's genesis in the TRIANGLE and IPEC projects where a common understanding was formed that intervention in the fishing and seafood sector was needed. Mr Bussi highlighted how a number of measures had been taken in recent years by the Royal Thai Government with the ILO to address unacceptable forms of work and that this work was consistent with efforts being made in a number of countries and outside the region. This new project will look at a number of issuers related to fundamental principles and rights at work, migration issues, labour inspection, occupational safety and health, and close engagement with workers and employers. The four objectives or pillars have been defined for this work: (1) law and policy, (2) labour inspection and enforcement, (3) voluntary compliance initiatives within the industry, and (4) providing support services and empowering workers through workers and civil society organizations.

**Project Steering Committee and Task Forces:** ML Puntrik Smiti provided an overview of the Project Steering Committee as outlined in the circulated Terms of Reference (*Annex III*) and invited feedback and inputs on PSC composition. Participants suggested inviting the MSDHS to participate because of the link with labour trafficking, and the MECC, as the CCCIF is seen as a temporary body and MECC is an established structure. There was also discussion on which NGO working on labour rights in the seafood processing sector should participate in the PSC. Ms Simrin Singh, ILO Senior Child Labour

Specialist, then delivered a presentation outlining the proposal for establishing a Task Force structure to assist with providing technical inputs and activity coordination during project implementation, meeting on a more regular basis than the PSC. Discussion then turned to the grouping of task forces, their composition, and their internal governance structure.

During discussion, clarification was sought whether the Task Force proposed on GLP and Inspection and activities planned would be coordinated via a new task force or previously established mechanisms. Concern was raised that transition from existing GLP processes to a new Task Force mechanism could be difficult and request for support from ILO as secretariat was requested.

Action points and follow up:

- The Terms of Reference for the PSC was endorsed;
- Secretariat to brief industry associations, the Ministry of Social Security and Development, and the Maritime Enforcement Coordination Centre (MECC) about the project and provide support to identify and invite representatives to the next PSC and Task Forces;
- Migrant Workers' Group (MWG) will appoint a representative by the 19th of May and inform ILO as secretariat;
- The Department of International Organisation of the Ministry of Foreign Affairs should be in the PSC (not the PS office of the MFA). Other line departments of the MFA can be members of taskforce.
- The PSC will meet at least twice a year;
- Two Task Forces will be established: (1) on legal and regulatory environment and worker organising and support services, and (2) on labour inspection and enforcement and Good Labour Practices (GLP) including worker management dialogue;
- Task Forces will be co-chaired by government and one representative from either trade unions and industry;
- Members of the task forces and nominated chairs will be communicated to the ILO as secretariat by 19th May;
- Task Forces will meet at least quarterly;
- Membership should be at a manageable number while being representative

**Overview of Work plan – Inception Phase:** Mr Max Tunon, ILO Senior Programme Officer/ Coordinator of the TRIANGLE II Project, presented the proposed work plan for the project inception phase from May – September 2016 (*Annex IV*). ML Puntrik Smiti opened the floor for feedback and inputs from the PSC. Complementary research to the EU project, a national working children survey that the ILO will shortly begin to work on with the RTG was referenced for information. A recommendations was put forward that research methodology and Terms of References should be developed in a participatory manner through the Task Force structure and ILO was encouraged to build on past research and studies conducted. There was also discussion on the need to coordinate efforts on GLP, as DLPW, DOF, industry associations and trade unions had each a different perspective and activities on GLP. The DOF noted that they would support GLP but not be leading the initiative any longer.

Action points and follow up:

- The Inception Phase Work plan was endorsed by the PSC;
- The task forces will provide inputs for the development of some key aspects like the terms of reference and methodologies for any research activities proposed and the Monitoring and Evaluation Framework (M&E Framework), while respecting international standards for data collection and analysis;
- The ILO will discuss with the industry associations, the DLPW, trade unions and CSOs on the next steps under the GLP and bring a proposed strategy to the first Task Force meeting.

**Field site identification:** Mr Max Tunon, ILO Senior Programme Officer/ Coordinator of the TRIANGLE II Project, presented the proposed selection criteria that had been identified through consultations with PSC members in preparation for the meeting and those provinces that had already been identified using this criteria. Mr Tunon highlighted that though the project will cover the 22 coastal provinces of Thailand in the case of Component 1 (Policy and legal framework) and Component 2 (Inspection and enforcement), specific focus for Component 3 (Voluntary compliance) and Component 4 (support to workers) will be placed on 5 to 7 provinces. Concerns were raised that of the estimated 40,000 commercial vessels in Thailand, data was only available for around 10,000 that were over 30 tonnes and registered in the NFAT database. Additionally, there is an estimated 77,000 traditional fishing vessels (recognized under the new Fisheries Act as vessels under 30 tonnes) in that apply a range of different fishing equipment and practices of which under 2,000 are registered and data available. The recommendation was that selection of field sites based on the data available needs to take note of this sample bias and to differentiate between fishing vessels.

The selection criteria put to the PSC for feedback and inputs was:

- Concentration and diversity of industry
- Incidents of violations
- Capacity and coordination of local authorities
- Presence / lack of presence of trade union and CSO partners
- Mix of nationalities

Using the selection criteria proposed and the geographical divisions of Thai coastal areas used by the Royal Thai Navy, the following provinces were identified as a potential shortlist:

Central/Eastern Seaboard: Trat, Rayong, and/or Samut Sakhorn  
South/Gulf of Thailand: Songkhla, Nakhon Si Thammarat, and/or Surat Thani  
South/Andaman Sea: Phulet, Ranong, and/or Trang

The co-chair suggested that an additional criteria be added: the number of migrant workers registered in the province.

Action points and follow up:

- ILO to collect and analyse existing data and information available and propose target sites according to the selection criteria, and put forward to the Task Forces for final determination

to be presented to the PSC;

**Project Branding and Visibility:** Mr Maurizio Bussi, Director of the ILO Country Office for Thailand, Cambodia and Lao PDR, introduced the importance of an effective communications and visibility plan for external communication activities that need to take place at key stages in the life of the action. After discussion of different options presented, the project catch name/nickname “Ship to Shore Rights Project” was proposed by some members of the PSC. Mr Bussi also noted that the ILO is planning activities for World Day Against Child Labour and an event with international buyers during ThaiFEX where the ILO will raise awareness about child labour and other unacceptable forms of work in supply chains, some of the project work undertaken and planned.

Action points and follow up:

- The short name for the project “Ship to Shore Rights” was endorsed by the project;
- ILO to finalize the communications and visibility strategy, including branding, for presentation at the next PSC;

**2nd PSC Meeting:** ML Puntrik Smiti proposed the next PSC meeting for September after Task Forces have been established and the first round of meetings have taken place. PSC members were encouraged to identify who would represent their institution in the Task Forces, including nomination of co-chairs. The ILO was requested to circulate the work plan and agenda ahead of the next PSC.

Action points and follow up:

- PSC members to submit nominations for Task Forces and co-chair nominations to ILO within 7 working days of the PSC (by 19 May, 2016);
- Task Forces meetings to be convened before the next PSC.
- Next PSC meeting will take place in mid-September (12th of September);

**Closing remarks:** Ms. Luisa Ragher, Deputy Head of the EU Delegation to Thailand, provided a summary of the key decisions and action points made during the 1<sup>st</sup> Project Steering Committee. Mr Maurizio Bussi, Director of the ILO Country Office for Thailand, Cambodia and Lao PDR, summarized the management and coordination mechanism endorsed by the PSC and noted that some of the activities now progressing may need for a more agile mechanism to provide authority to the co-chairs to respond to project issues if and as required without the need to await the next project steering committee. Such a mechanism was put forward as an agenda item for the next PSC along with updates on the work that has been undertaken so far. Mr Bussi also noted that activities to support the development of a Monitoring and Evaluation Framework would be launched immediately and that a dedicated ILO project team will be on staff over the coming months and available to brief the PSC at the next meeting.

Action points and follow up:

- ILO to circulate the meeting minutes and documents discussed to all PSC members;

## List of Annexes

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| <b>Annex IV</b>  | <b>Inception Phase Work Plan for 2016</b>                                         |
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## Annex I. Meeting Agenda

### Combating Unacceptable Forms of Work in the Thai Fishing and Seafood Industry

#### 1<sup>st</sup> Project Steering Committee Meeting

Ministry of Labour, Bangkok Thailand, 10 May 2016

| Time          | Content                                                                                                                                                                                                                                    |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 08:30 - 09:30 | Registration                                                                                                                                                                                                                               |
| 09:30 - 09:40 | Welcoming Remarks <ul style="list-style-type: none"> <li>▪ ML Puntrik Smiti<br/>Permanent Secretary of the Ministry of Labour</li> <li>▪ Ms. Luisa Ragher<br/>Minister-Counsellor, Deputy Head of the EU Delegation to Thailand</li> </ul> |
| 09:40 – 09:45 | Project Overview <ul style="list-style-type: none"> <li>▪ Mr Maurizio Bussi<br/>Director of the ILO Country Office for Thailand, Cambodia and Lao PDR</li> </ul>                                                                           |
| 09:45 – 10:10 | Project Steering Committee and Task Forces                                                                                                                                                                                                 |
| 10:10 – 10:35 | Overview of Work Plan – Inception Phase                                                                                                                                                                                                    |
| 10:35 – 11:00 | Field Site Identification                                                                                                                                                                                                                  |
| 11:00 – 11:10 | Project Branding and Visibility                                                                                                                                                                                                            |
| 11:10 – 11:20 | 2nd PSC Meeting                                                                                                                                                                                                                            |
| 11:20 – 11:25 | Other business                                                                                                                                                                                                                             |
| 11:25 – 11:30 | Closing remarks                                                                                                                                                                                                                            |

## Annex II. List of Participants

|                   | Name                          | Title                               | Organization                                                                            |
|-------------------|-------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------|
| <b>Government</b> |                               |                                     |                                                                                         |
| 1.                | M.L. Puntrik Samiti           | Permanent Secretary                 | Ministry of Labour                                                                      |
| 2.                | Ms. Piangpab Witayachamnankul | Expert Officer, Anti-Trafficking    | Office of the Permanent Secretary, Ministry of Labour                                   |
| 3.                | Ms. Pattana Phanthufak        | Director                            | International Cooperation Bureau, Office of the Permanent Secretary, Ministry of Labour |
| 4.                | Ms. Phattana Walts            | Director                            | Foreign Relations Bureau, Office of the Permanent Secretary, Ministry of Labour         |
| 5.                | Ms. Sureeporn Tuppasoot       | Senior Labour Specialist            | International Cooperation Bureau, Office of the Permanent Secretary, Ministry of Labour |
| 6.                | Ms. Phornicha Whang A Kad     | Foreign Relations Officer           | International Cooperation Bureau, Office of the Permanent Secretary, Ministry of Labour |
| 7.                | Mr. Tawatchai Leksumrit       | Labour Migration Management Officer | Department of Employment, Ministry of Labour                                            |
| 8.                | Ms. Kanchana Akebutra         | Foreign Relations Specialist        | Department of Employment, Ministry of Labour                                            |
| 9.                | Mr. Thirapat Jetinai          | Legal Specialist                    | Department of Employment, Ministry of Labour                                            |
| 10.               | Ms. Kannikar Boonmee          | Legal Officer                       | Department of Employment, Ministry of Labour                                            |
| 11.               | Ms. Parichart Phromsaka       | Public Relations Officer            | Department of Skills Development, Ministry of Labour                                    |
| 12.               | Ms. Narueporn Boonyaban       | Foreign Relation Officer            | Department of Skills Development, Ministry of Labour                                    |
| 13.               | Mr. Pira Chokboonchareon      | Thai Labour Standards               | Department of Labour Inspection and Welfare, Ministry of Labour                         |
| 14.               | Mr. Pongpol Baili             | Legal Officer Practitioner Level    | Department of Labour Inspection and Welfare, Ministry of Labour                         |
| 15.               | Mr. Boonta P.                 | Legal Officer Practitioner Level    | Department of Labour Inspection and Welfare, Ministry of Labour                         |
| 16.               | Ms. Ampai Sriruenglar         | Director of Protection Division     | Department of Labour Inspection and Welfare, Ministry of Labour                         |
| 17.               | Ms. Nawarat Boonpiam          | Senior Labour Specialist            | Social Security Office, Ministry of Labour                                              |
| 18.               | Mr. Raksak Chotchaisathit     | Representing the Secretary          | Social Security Office,                                                                 |

|                                        |                           |                                                                        |                                                                       |
|----------------------------------------|---------------------------|------------------------------------------------------------------------|-----------------------------------------------------------------------|
|                                        |                           | General of the Social Security Office, Advisor to the Security General | Ministry of Labour                                                    |
| 19                                     | Ms. Rapatporn A.          | Legal Officer                                                          | Social Security Office, Ministry of Labour                            |
| 20                                     | Ms. Pawitra Suthathorn    | Legal Officer                                                          | Social Security Office, Ministry of Labour                            |
| 21                                     | Mr. Adisorn Promthep      | Director General,                                                      | Department of Fisheries, Ministry of Agriculture and Cooperatives     |
| 22                                     | Mr. Thaworn Thanjai       | Senior Fisheries Biologist Officer                                     | Department of Fisheries, Ministry of Agriculture and Cooperatives     |
| 11.                                    | Mr. Cherdsak Chookong     | Fisheries Biologist Officer                                            | Department of Fisheries, Ministry of Agriculture and Cooperatives     |
| 12.                                    | Mr. Phitan Nongnual       | Senior Fisheries Biologist Officer                                     | Department of Fisheries, Ministry of Agriculture and Cooperatives     |
| 13.                                    | Ms. Watchulee Chotinakul  | First Secretary                                                        | Department of International Organization, Ministry of Foreign Affairs |
| 14.                                    | Ms. Sophon Piyaphani      | Transport Technical Officer                                            | Marine Department, Ministry of Transport                              |
| <b>Employers and Industry</b>          |                           |                                                                        |                                                                       |
| 15.                                    | Mr. Kornchai Kaewmahawong |                                                                        | Employers Confederation of Thailand (ECOT)                            |
| 16.                                    | Ms. Watcharawan Chondong  | Director                                                               | Thai Frozen Food Association (TFFA)                                   |
| 17.                                    | Mr. Athorn Prompatanapak  | Secretary General                                                      | Thai Frozen Food Association (TFFA)                                   |
| 18.                                    | Ms. Attaphan Masrangsan   | Secretary General                                                      | Thai Frozen Food Association (TFFA)                                   |
| 19.                                    | Mr. Kamolsak Lertpaiboom  | Secretary General                                                      | National Fishery Association of Thailand (NFAT)                       |
| <b>Workers /trade union</b>            |                           |                                                                        |                                                                       |
| 20.                                    | Mr Tavee Techateerawat    | Chairman                                                               | Thai Trade Union Congress (TTUC)                                      |
| 21                                     | Mr. Tavee Deeying         | President                                                              | National Congress Private Industrial of Employees (NCPE)              |
| <b>Civil Society</b>                   |                           |                                                                        |                                                                       |
| 22.                                    | Mr. Adisorn Keardmongkol  | Coordinator                                                            | Migrant Working Group (MWG) Representative                            |
| 23.                                    | Ms. Apinya Tajit          | Deputy Director                                                        | Stella Maris                                                          |
| 24.                                    | Mr. Napasorn Taajit       | Director                                                               | Stella Maris                                                          |
| <b>European Delegation to Thailand</b> |                           |                                                                        |                                                                       |

|                                          |                                  |                                                                       |                                         |
|------------------------------------------|----------------------------------|-----------------------------------------------------------------------|-----------------------------------------|
| 25.                                      | Ms. Luisa Ragher                 | Deputy Head of the EU Delegation to Thailand                          | European Union Delegation to Thailand   |
| 26.                                      | Ms. Ana Maria Pena Segura        | Attache (Cooperation)                                                 | European Union Delegation to Thailand   |
| 27.                                      | Mr. Brian Fornari                | Desk Officer                                                          | European Union Delegation to Thailand   |
| 28.                                      | Ms. Myo Ghettae                  | Political Officer/Human Rights Focal Point                            | European Union Delegation to Thailand   |
| <b>International Labour Organization</b> |                                  |                                                                       |                                         |
| 29.                                      | Mr. Maurizio Bussi               | Director of the ILO Country Office for Thailand, Cambodia and Lao PDR | International Labour Organization (ILO) |
| 30.                                      | Ms. Simrin Singh                 | Senior Child Labour Specialist.                                       | International Labour Organization (ILO) |
| 31.                                      | Mr. Max Tunon                    | ILO Senior Programme Officer/ Coordinator of the TRIANGLE II Project  | International Labour Organization (ILO) |
| 32.                                      | Ms. Kuanruthai Siripatthanakosol | National Project Coordinator (NPC) for Thailand, TRIANGLE II Project  | International Labour Organization (ILO) |
| 33.                                      | Ms. Jittima Srisuknam            | National Programme Officer, Thailand                                  | International Labour Organization (ILO) |
| 34.                                      | Mr. Wade Bromley                 | Technical Officer                                                     | International Labour Organization (ILO) |